

Minnesota Nurses Association – North Memorial
2019 Negotiations

_____ Proposal

May 16, 2019

Time Delivered: 9:12am

MNA Proposal to North Memorial

The Union offers the following package proposal in response to the Employer's last package proposal:

- Employer agrees to Union Proposal No. 20, with the mutual understanding and agreement that seniority does *not* matter within #1 Agency / Pool / Travelers. ("Pool" is a reference to RNs supplied to the Hospital who are *not* part of the bargaining unit.)
- Employer agrees to Union Proposal No. 10, modified as follows:
 - If a nurse who works a rotating schedule is assigned greater than 50% of his/her hours on the evening or night shifts for twelve (12) consecutive weeks or more, the nurse will receive the corresponding straight evening or straight night differential. For example, if a rotator is assigned 25 night shifts out of 48 total shifts during a 12-consecutive week period, such nurse would receive the straight night differential for 25 work shifts.
- Union withdraws Union Proposal 12.
- Employer withdraws Employer Proposal No. 10.
- Employer withdraws Employer Proposal No. 12
- Union withdraws Union Proposal No. 15.
- Union withdraws Union Proposal No. 26.
- Union withdraws Union Proposal No. 27.
- Union withdraws Union Proposal No. 28.

The Union reserves the right to amend, add, delete, or withdraw without prejudice any and all proposals submitted. The Union also reserves the right to submit future amended, revised or new proposals. Said proposals shall not be used in an Administrative Hearing or Arbitration as evidence of interpretation or intent if the proposal is withdrawn by the Union.